

I have presented to the Career Council during the past two years, two papers on personnel management. In these papers I indicated that I would compile a list of individuals who might be considered for the Agency's Management Development Program. This program was described at the 15 May 1958 Council meeting as the identification of those young people in the Agency in the middle grades who seem to have very considerable promise, and then the monitoring of their development, and then seizing such opportunities as arise to give them chances for training and for the type of experience that seems to be called for.

Since 22 April 1958, during 18 sessions, I have reviewed the employment histories of 140 individuals. The review began with 114 persons who were former JOT's. In addition, Mr. Garrison submitted a group of candidates and the Office of Operations had previously submitted the names of such a group of candidates.

Of the 140 cases reviewed, 35 were selected for the Agency's Management Development Program. While some of the individuals could not be considered junior executives in the Agency sense, they could properly be identified as young professionals with high potential for managerial responsibilities within one of the three major components. Five such employees were identified for the DDS ~~XXXXXXXX~~ one for DDP; and one for DDI. During the review other types of identifications were made:

- (1) Six persons whose performance has been adequate but there is a question as to their long-range usefulness to the Agency.

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(2) Ten Persons who should be rotated to other components of the Agency for a tour of duty for additional experience and/or in the best interests of CIA.

(3) 65 persons who are performing very acceptably in their current assignments and whose continuation in such assignments would be in the best interests of the Agency and the individuals concerned.

There were 23 reviews in which there was insufficient information and the cases will be considered in another year.

The knowledge we are conducting such a review has been kept to the smallest number of persons because of the undesirability of publicizing the fact that there exists an "elite corps."

Action on the cases identified under (1) and (2) above has been taken through the means of the Special Placement Committee and/or in discussions with the career services.

The employment histories of those persons selected for the Management Development Program will be reviewed each year in addition to other candidates nominated by the career services. Since I consider promotions to the GS-12 and GS-14 grades as representative of the professional and executive levels, I propose to review the employment histories of those persons as they enter this grade.

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